

MEMORANDUM

To Board of Regents
From: Board Office
Subject: Annual Salary Report -- FY 2004
Date: October 6, 2003

Recommended Action:

Receive the annual salary report for FY 2004.

Executive Summary:

This report is presented to the Board each fall after the salaries for the current fiscal year are established.

**Underfunding of
salary increases**

The state provided \$306,981 to the Regents for incremental funding of the state's salary policy for FY 2004 to be allocated to the Iowa School for the Deaf and Iowa Braille and Sight Saving School. No state appropriations were provided for salary increases at the Regent universities or the Board Office. The FY 2004 estimated unfunded salary need is approximately \$33.3 million.

**State Salary
Policy**

The state's salary policy for FY 2004 was established primarily, as in past years, through its collective bargaining agreement. The state collective bargaining agreements basically provide for increases of "2% plus incremental steps in the pay matrices".

**Institutional
Salary Policies**

Institutional salary policies based on the state salary policy and approved by the Board provided that faculty and professional and scientific staff increases would average 2% plus incremental steps, which generally provide for average pay increases of 3%. Bargaining agreements result in some variations among the institutions.

Faculty Increases Average increases for faculty for FY 2004 are as follows:

SUI – 2.02%
ISU – 2.6%
UNI – 3.5%
ISD – 3.9%
IBSSS – 5.3%

SUI and ISU gave slightly higher increases to female faculty. UNI's collective bargaining agreement provides for equal increases. The higher average increase at IBSSS, above the 4% predicted when the Board approved salary policies in June, is due to a number of faculty attaining additional education and moving to a higher track in the matrix.

P&S Increases Average increases for professional and scientific staff are as follows:

SUI – 2.5%*
ISU – 2.5%
UNI – 3.5%
ISD – 5.5%
IBSSS – 6.25% (includes equity adjustment for 3 staff)

*(Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 6.5%.)

Regent Merit Staff The AFSCME agreement provided for a 2% across-the-board increase and for step increases valued at 4.5%. The value of all increases for merit staff at each institution for FY 2004 is shown below.

SUI – 6.1%
ISU – 5.1%
UNI – 5.1%
ISD – 6.2%
IBSSS – 6.2%

Teaching and Research Assistants

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$15,330. Instead of a salary increase, a \$750 minimum tuition scholarship was negotiated with the graduate student union (COGS). The cost of the scholarship was 2.9%; many graduate assistants already had a scholarship exceeding the minimum.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$10,404 - \$19,656. The salary minimum and maximum were increased by 4%.

Salaries of teaching assistants at the University of Northern Iowa increased by 3.5% to \$7,200.

Faculty Salary Rankings

Annually faculty salaries are compared with those salaries in the university peer groups and the athletic conferences. The comparison is based upon survey data published in "Academe" by the American Association of University Professors. More detail on the ranking of faculty salaries in comparison is provided in Attachments A and B. Rankings for FY 2003 and FY 2004 are shown below:

	PEER GROUP RANKING	
	FY 2003	FY 2004
SUI	9 th of 11	10 th
ISU	11 th of 11	11 ^{th*}
UNI	6 th of 11	4 th
	ATHLETIC CONFERENCES	
SUI – Big 10 (public)	7 th	8 th
ISU – Big 12	5 th	5 th

*ISU tied at last place with the University of Arizona

Background and Analysis:

When the Board approved the institutional salary policies, it also approved the faculty salary and extra-curricular pay scales for the special school faculty and P&S salary scales for the three universities, the special schools and the Board Office. The Board also approved the pay matrix for supervisory Regent Merit System staff.

Average Faculty Salaries (9-month equivalent)

Excluding salaries for the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU, average nine-month equivalent salaries are:

	Overall Average	Male Average	Female Average
SUI	77,884	84,773	65,063
ISU	74,938	78,382	66,101
UNI	60,207	64,158	55,736

These averages, however, are raw numbers and do not take into account rank, discipline and years of services.

Attachment C displays both nine and twelve-month faculty by gender at the Assistant Professor rank in each of the colleges at each of the universities.

**Universities --
Average P&S
Salaries**

Average P&S salaries for FY 2004 are shown below:

	Overall Average	Male Average	Female Average
SUI	49,329	54,163	45,858
ISU	49,991	54,243	45,702
UNI	49,599	54,697	44,801

**Special Schools
Faculty – P&S**

Average salaries at the special schools are shown below.

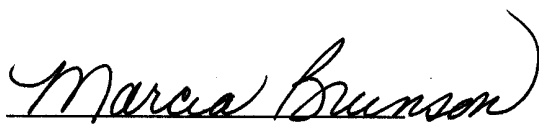
	Faculty Salaries	P&S Salaries (annualized)
ISD	46,375	51,243
IBSSS	42,885	45,891

**Total
Compensation**

Average estimated total compensation for FY 2004 is shown below. Total compensation includes salary, retirement including FICA, health and dental insurance, long-term disability and life insurance as well as unemployment and workers compensation costs. The health insurance cost increases of approximately 8.5% effective January 1, 2004, are not reflected in the estimated salaries shown below.

	Faculty by rank				P&S	Merit
	Professor	Associate	Assistant	Overall Avg.		
SUI	154,613	114,201	104,079	129,019	66,594	47,898
ISU	115,586	87,250	74,115	95,650	66,063	47,740
UNI	101,794	76,905	65,689	78,029	66,115	47,762
ISD*				60,386	56,846	37,371
IBSSS*				58,612	54,825	36,122

*The majority of ISD and IBSSS merit employees are on nine-month appointments.


Marcia R. Brunson

Approved: 
Gregory S. Nichols

Attachment A

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2002-03
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2003-04

COMPARISON GROUPS	Average Faculty Salary 2002-03 (1)	Estimated Average Percent Increase 2003-04 (2)	Estimated Average Faculty Salary 2003 04
University of California, Los Angeles	98,600	0.0%	98,600
University of Michigan, Ann Arbor	91,600	2.25%	93,700
University of North Carolina, Chapel Hill	87,300	1.5%	88,600
University of Illinois, Urbana	82,200	4.9%	86,200
University of Texas, Austin	85,000	0.0%	85,000
University of Wisconsin	84,500	0.0%	84,500
University of Minnesota, Twin Cities	84,000	0.0%	84,000
Indiana University, Bloomington	80,400	2.0%	82,000
Ohio State University, Main Campus	78,900	3.5%	81,700
UNIVERSITY OF IOWA	80,000	2.02%	81,600
University of Arizona	75,500	0.0%	75,500
University of California, Davis	86,800	1.5%	88,100
University of Illinois, Urbana	82,200	4.9%	86,200
University of Wisconsin	84,500	0.0%	84,500
University of Minnesota, Twin Cities	84,000	0.0%	84,000
Ohio State University, Main Campus	78,900	3.5%	81,700
Michigan State University	78,800	2.0%	80,400
Purdue University, Main Campus	75,200	4.4%	78,500
North Carolina State University	78,200	0.0%	78,200
Texas A & M	75,400	2.0%	76,900
University of Arizona	75,500	0.0%	75,500
IOWA STATE UNIVERSITY	73,600	2.6%	75,500
California State University, Fresno	73,200	2.0%	74,700
University of Minnesota, Duluth	65,500	0.0%	65,500
Ohio University, Athens	63,300	2.0%	64,600
UNIVERSITY OF NORTHERN IOWA	62,200	3.5%	64,300
University of North Carolina, Greensboro	63,900	0.0%	63,900
University of North Texas	62,200	0.0%	62,200
Central Michigan University	59,600	2.0%	60,800
Indiana State University, Terre Haute	56,400	5.0%	59,200
Illinois State University	57,500	2.7%	59,100
Northern Arizona University	57,200	2.0%	58,300
University of Wisconsin, Eau Claire	56,800	0.0%	56,800

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2002-03. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Board of Regents, State of Iowa universities are actual increases.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARY, 2002-03
BASED ON AVERAGES AS PUBLISHED BY THE AAUP
ESTIMATED FACULTY SALARY INCREASES, 2003-04

COMPARISON GROUPS	Average Faculty Salary 2002-03 (1)	Estimated Average Percent Increase 2003-04 (2)	Estimated Average Faculty Salary 2003 04
BIG TEN			
University of Michigan	91,600	2.25%	93,700
University of Illinois	82,200	4.9%	86,200
University of Wisconsin	84,500	0.0%	84,500
University of Minnesota, Twin Cities	84,000	0.0%	84,000
Pennsylvania State University	81,100	2.0%	82,700
Indiana University	80,400	2.0%	82,000
Ohio State University, Main Campus	78,900	3.5%	81,700
UNIVERSITY OF IOWA	80,000	2.02%	81,600
Michigan State University	78,800	2.0%	80,400
Purdue University	75,200	4.4%	78,500
BIG TWELVE			
University of Texas, Austin	85,000	0.0%	85,000
University of Colorado	78,700	2.1%	80,400
Texas A&M	75,400	2.0%	76,900
University of Nebraska	75,600	0.0%	75,600
IOWA STATE UNIVERSITY	73,600	2.6%	75,500
Baylor University	70,600	2.0%	72,000
University of Kansas	68,400	3.0%	70,500
University of Missouri	67,300	3.5%	69,700
Texas Tech University	65,600	0.0%	65,600
University of Oklahoma	65,600	0.0%	65,600
Oklahoma State University	63,500	0.5%	63,800
Kansas State University	62,100	2.0%	63,300

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2002-03.
The averages are for the ranks of professor, associate professor, assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions.
(Averages exclude clinical faculty per Academe guidelines)
(Average increases for Board of Regents, State of Iowa universities are actual increases)

Note: This information has historically been provided as a part of the annual salary report. However, University officials question the usefulness of comparing faculty salary averages within athletic conferences.

**Assistant Professor -- Average Salaries FY 2004
Non-Professional Colleges**

	12 month				9 month			
	Male		Female		Male		Female	
	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
SUI								
Liberal Arts and Sciences	59,000	2.00	58,867	6.00	54,242	58.65	50,594	56.50
Business	116,565	1.00	-	0.00	95,113	14.00	103,173	6.00
Education	-	0.00	61,111	1.00	51,626	3.00	50,651	11.25
Engineering	-	0.00	-	0.00	71,559	13.10	71,925	4.00
Graduate	-	0.00	-	0.00	56,712	3.50	55,507	2.00
Nursing	56,000	1.00	58,113	3.00	58,000	1.00	49,090	15.00
Public Health	72,461	11.00	74,497	8.00	-	0.00	58,545	1.25

ISU								
Agriculture	68,288	5.14	63,223	1.95	61,577	3.30	60,087	3.32
Business	-	0.00	-	-	87,975	14.00	91,840	1.00
Design	-	0.00	-	-	51,009	14.92	46,403	14.00
Education	-	0.00	-	-	49,414	15.00	49,877	14.33
Engineering	70,592	0.61	-	-	70,332	39.25	69,104	8.00
Family and Consumer Science	-	0.00	62,777	1.25	53,364	4.60	54,246	14.86
Liberal Arts and Sciences	-	0.00	-	-	52,887	87.66	51,291	44.24

UNI								
Business	-	-	-	-	73,714	11.00	71,832	3.00
Social and Behavioral Sciences	-	-	-	-	46,784	23.00	47,978	18.00
Education	-	-	55,442	1.00	52,971	15.00	51,596	28.60
Humanities and Fine Arts	-	-	-	-	48,264	32.00	48,155	15.00
Natural Sciences	-	-	-	-	49,668	22.00	46,526	11.17